

CONNECT TO
LEAD
TO CONNECT

Day One: Fall Retreat 2025



CONNECT TO LEAD. LEAD TO CONNECT.



Connect
with
self

Connect
with
others

Connect
with
values

Connect
with the
future



Connecting to Self

3

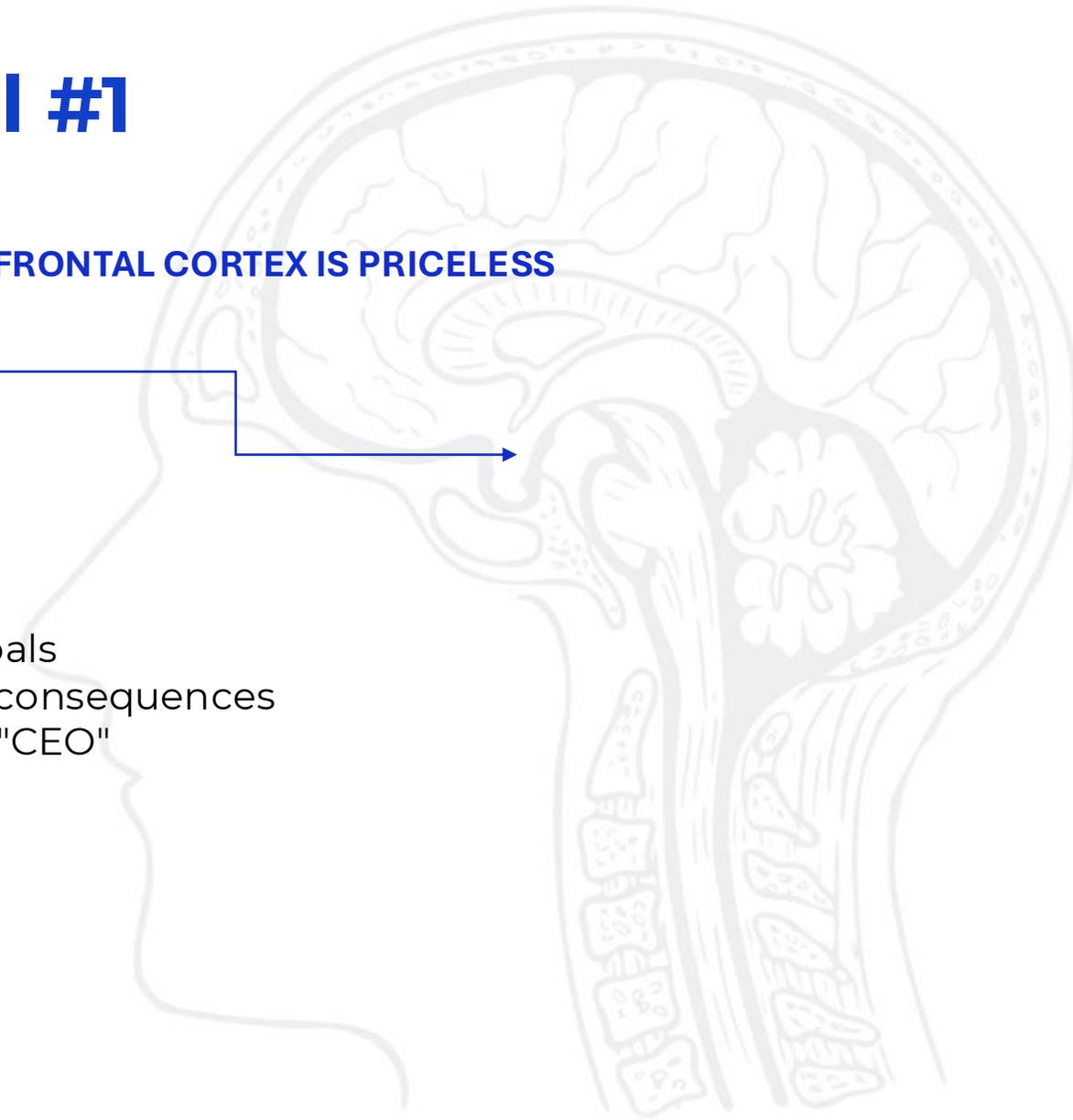
Big Deals



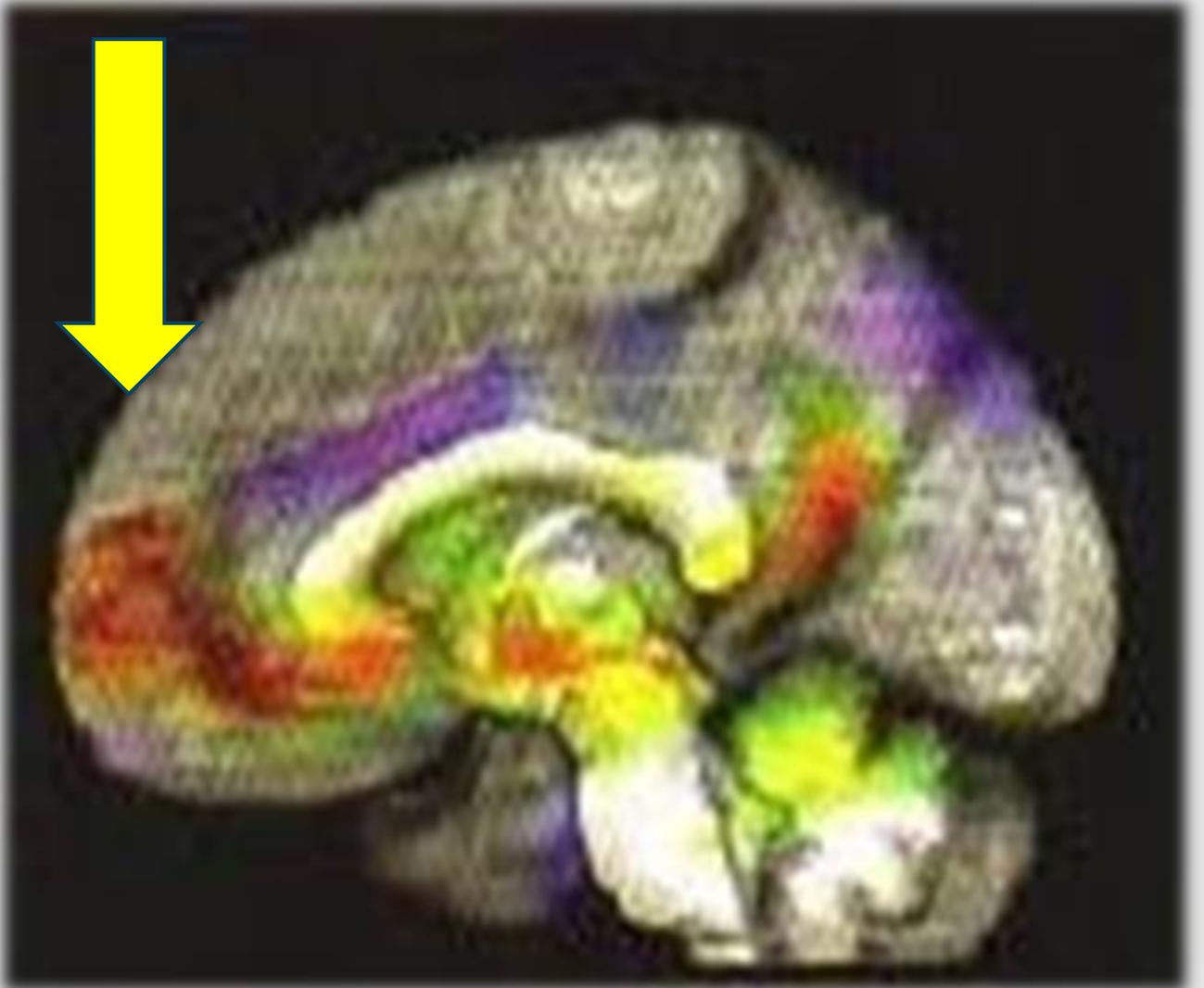
Big Deal #1

1 YOUR PREFRONTAL CORTEX IS PRICELESS

- ✓ Analysis
- ✓ Speech
- ✓ Creativity
- ✓ Willpower
- ✓ Innovation
- ✓ Planning
- ✓ Forming goals
- ✓ Evaluating consequences
- ✓ The brain's "CEO"



- Best self
- Willpower
- Perspective taking
- Flexible and fluid
- Curious and open
- Creative and innovative
- Focus and energy



Big Deal #1

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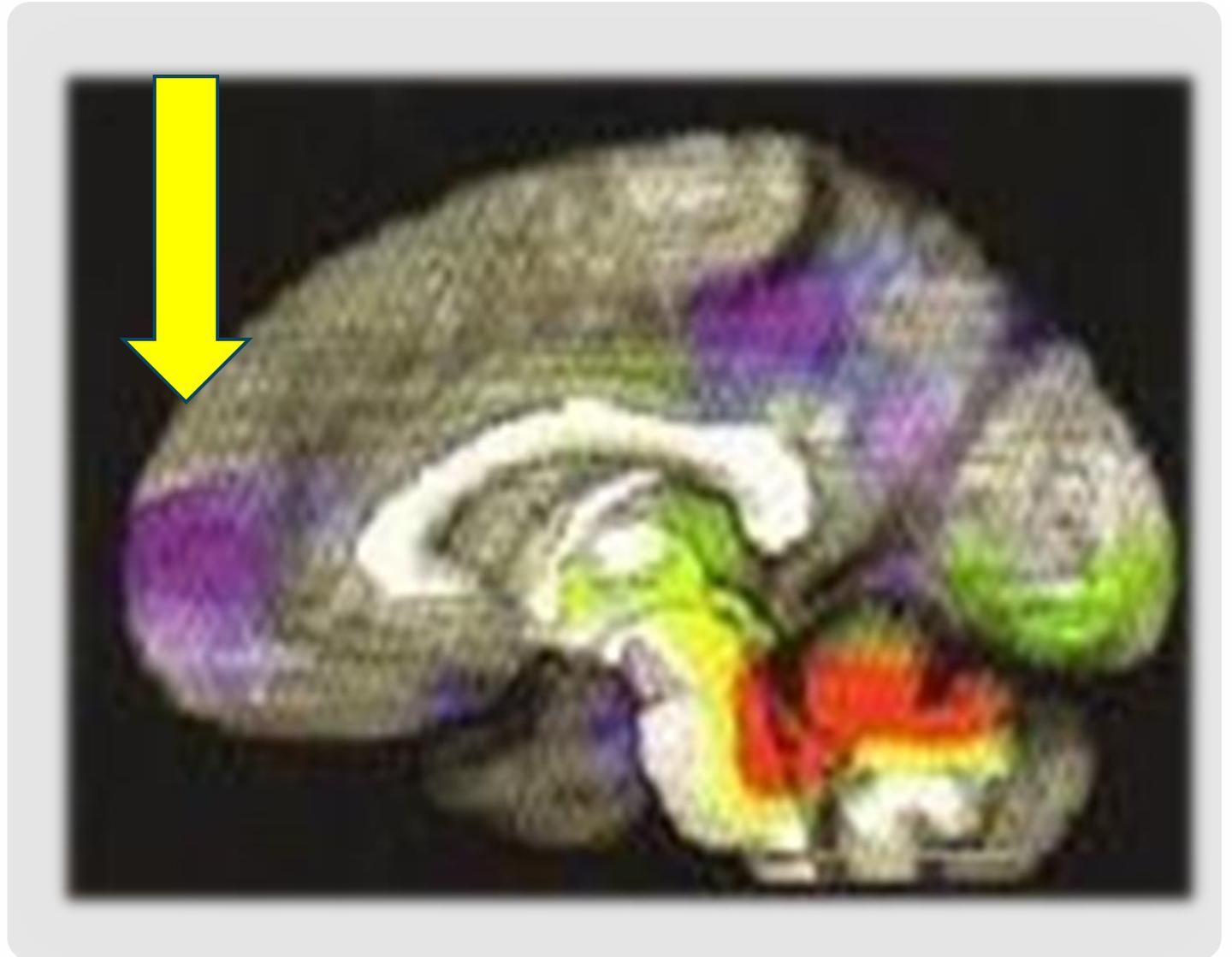
Big Deal # 2

2 THREAT TO THE BRAIN IS THREAT TO THE BRAIN

- ✓ Fight
- ✓ Flight
- ✓ Freeze
- ✓ Basic body function
- ✓ Especially triggered by threat and fear
- ✓ The brain's "bouncer"



- Defensive
- Has to be right
- Reactive
- Compromised health
- Stuck (either/or)
- Protective of self
- Tunnel vision
- Missed opportunities



Big Deal #1

1 YOUR PREFRONTAL CORTEX IS PRICELESS

- ✓ Analysis
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Big Deal #3

3 EMOTIONS RUN THE SHOW

- ✓ Memory
- ✓ Health
- ✓ Emotions
- ✓ Critical role in learning
- ✓ Essential to memory
- ✓ Accelerating ingredient

Big Deal # 2

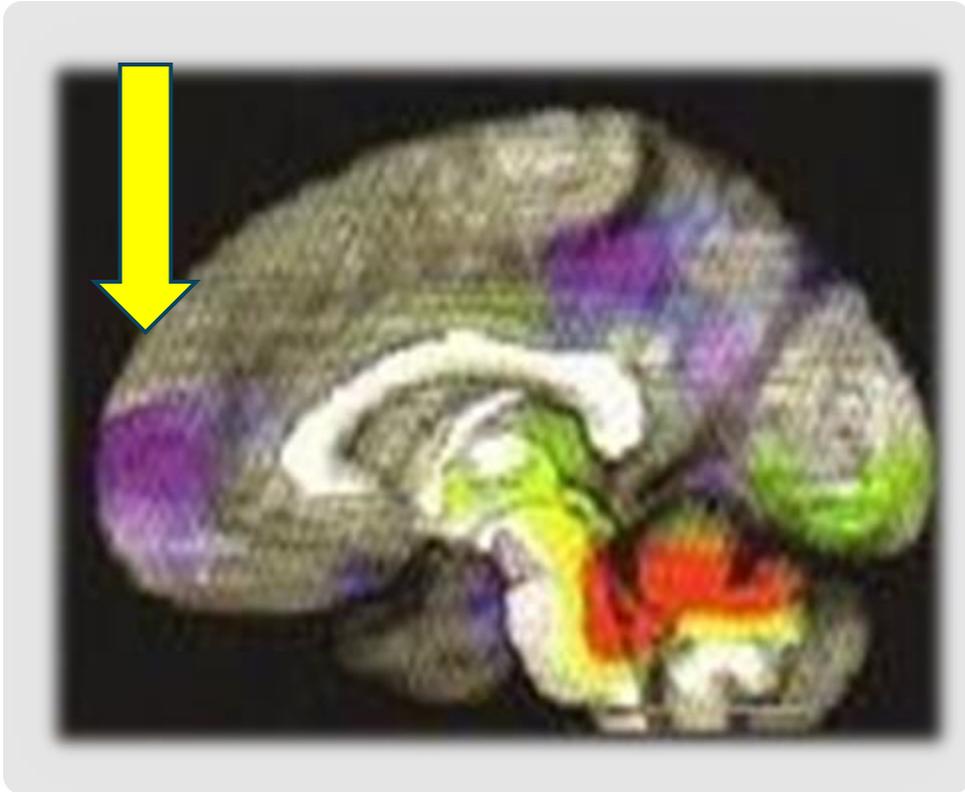
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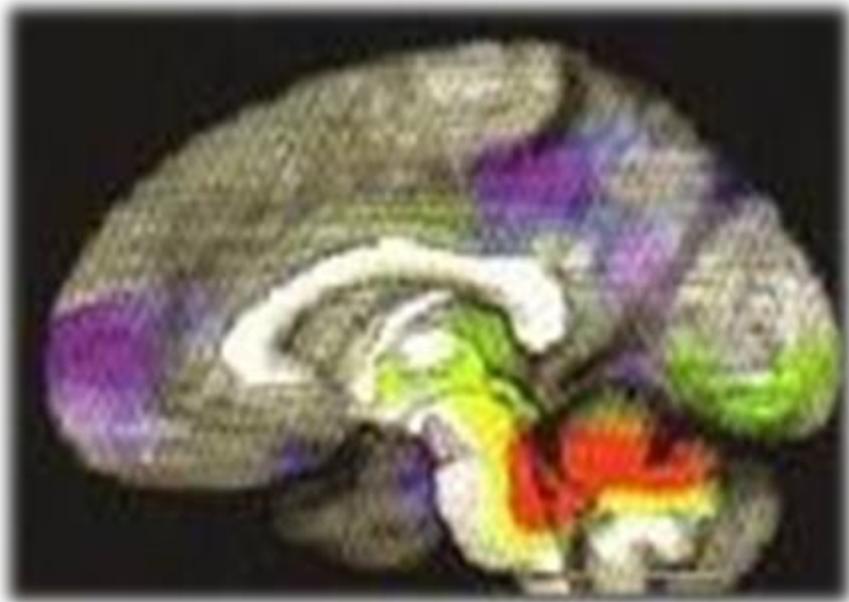




Threat Characteristics



1. Confusion
2. Choice
3. Consequences
4. Comfort



01

Social rejection

02

Lack of honesty or trust

03

Unclear expectations

04

Change

05

Lack of resources

06

Risk of loss

07

Perceived favoritism

08

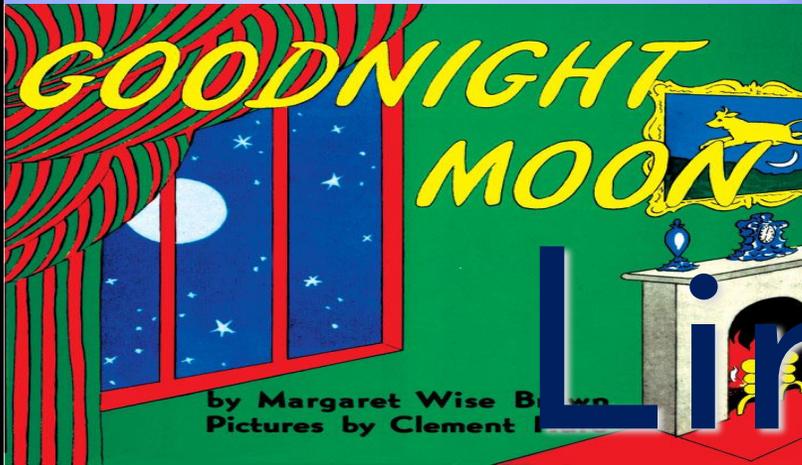
Micromanagement

09

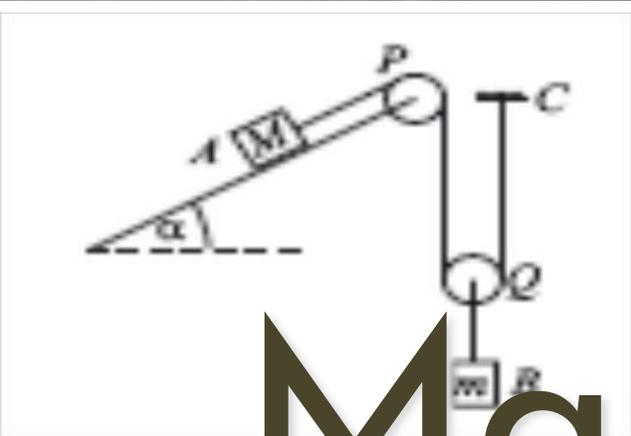
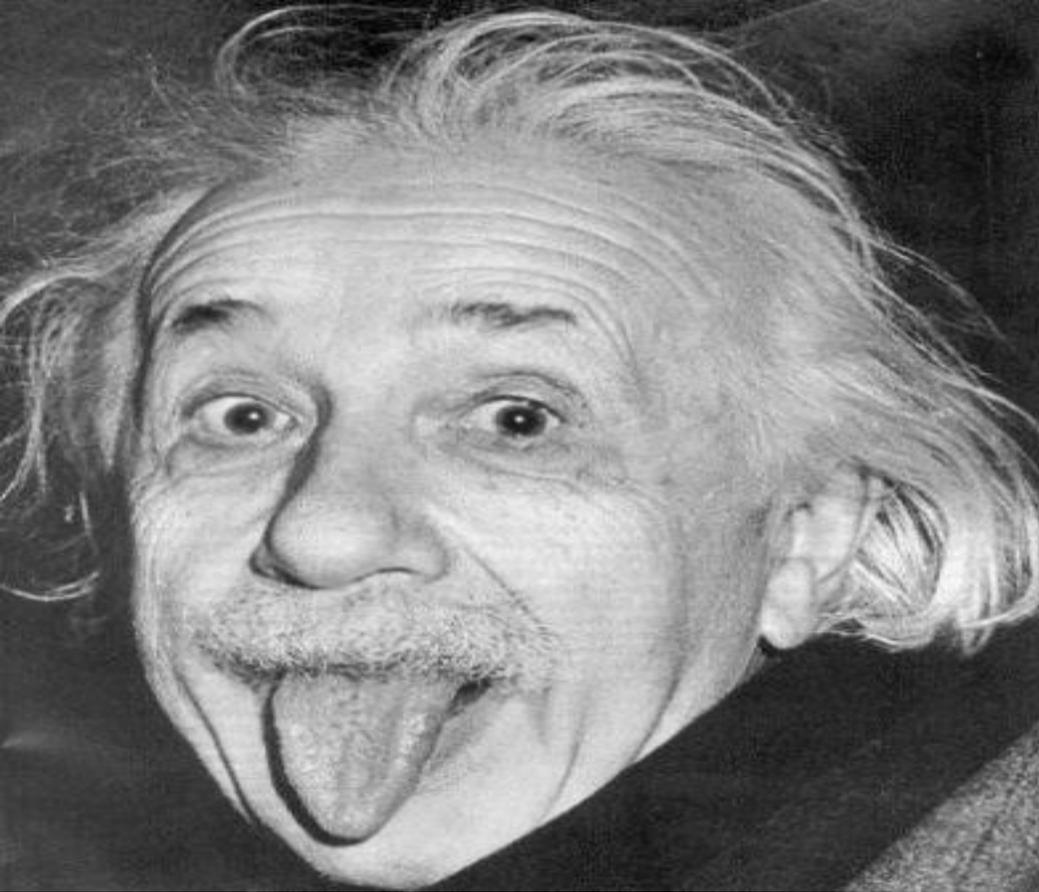
Humiliation

10

Lack of meaningful work



Linguistic



A close-up of a handwritten mathematical formula on lined paper. The formula is the definite integral of a function f(x) from a to b, set equal to a value. The text is written in dark ink and is partially obscured by the word 'Mathematical' at the bottom of the image.

Mathematical



Andante contemplativo

P

mp, esp.

pp, dolcissimo

ppp

P esp. Dim.

pp

A happy birthday and many more glorious years
for dear Serge Prokofiev with love
N.Y.C.
July 26, 1944

PREMIER BRAND
No. 100 42 LEVER
Printed in U. S. A.

MUSIC DEPARTMENT
YORK

Musical



Bodily-Kinesthetic





4-Block World by Tom McMahon

	Etymologists	Entomologists
Something They Are Likely To Have	A Copy Of The Oxford English Dictionary	A Butterfly Net
Something They Are Not Likely To Have	A Tan	Arachnophobia

Etymologists vs Entomologists

4-BlockWorld.com
(c) 2007 Tom McMahon



Naturalist

The ability to create products and services that are important to the culture.



The ability to create products and services that are important to the culture.



The question isn't
"how smart are you?"

-
The question is
"how are you smart?"



So, what's important when the culture involves:

- Leading people
- Building teams
- Forging relationships
- Making decisions
- Taking risks



How well you
can interact
and influence
others



How well you
can know and
manage your
self





“Abilities such as being able to motivate oneself

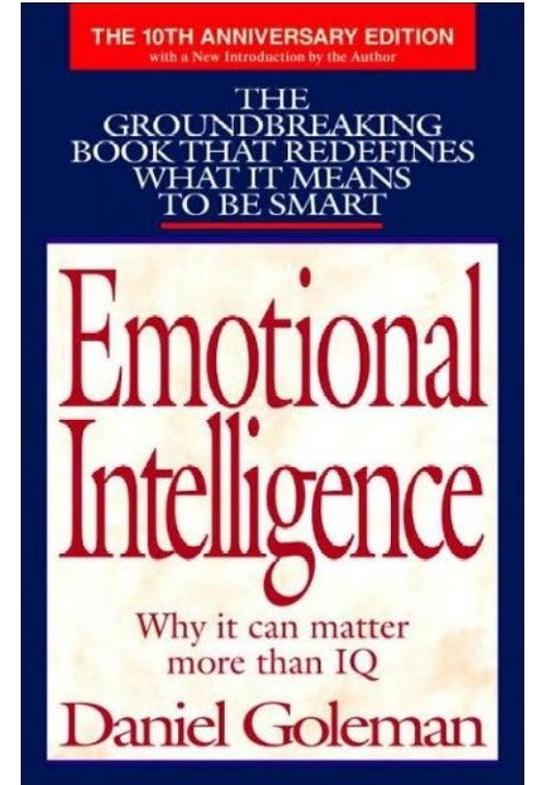
in the face of frustration;

to control impulse;

to delay gratification;

to regulate one’s moods

to keep distress from swamping the ability to think.”



Daniel Goleman

Connecting to Self

Intrapersonal Intelligence (Managing Self)

Directions: Rate each statement by considering how frequently you display the behavior.

1. _____

	Almost Never	Occasionally	Frequently	Almost Always
I know when I experience mood shifts.	1	2	3	4
I know when I become defensive.	1	2	3	4
I know the impact my behavior has on others.	1	2	3	4
I keep situations and events in perspective and do not overreact.	1	2	3	4

Become a student of you. Dedicate a week to observe (without judgement) what you are feeling, what triggered that feeling, and how that feeling impacts others.

When an event or circumstance happens, question the meaning you give it. Observe how assigning a meaning impacts your feelings, your actions, and the outcome.

Shift from asking WHY questions to WHAT questions. For example, instead of asking, "Why is that person so rude?" ask, "What did this interaction teach me?"

1. What meaning am I giving this?

2. What meaning do I want to give this?

3. What do I know to be true?

4. What is mine to own? (and what isn't)

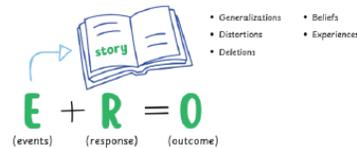
5. Where do I need clarity for the next step? (who can help?)

6. Does this deserve my attention or my energy?

7. What serves the greater good?

8. How might this be happening FOR me rather than TO me?

9. How do I respond in alignment with who I want to be?



Managing Self

Complete pages 4-5-6



Managing Self

1. Self-Awareness

E **STORY** **+** **R** **=** **O**



Generalizations

Distortions

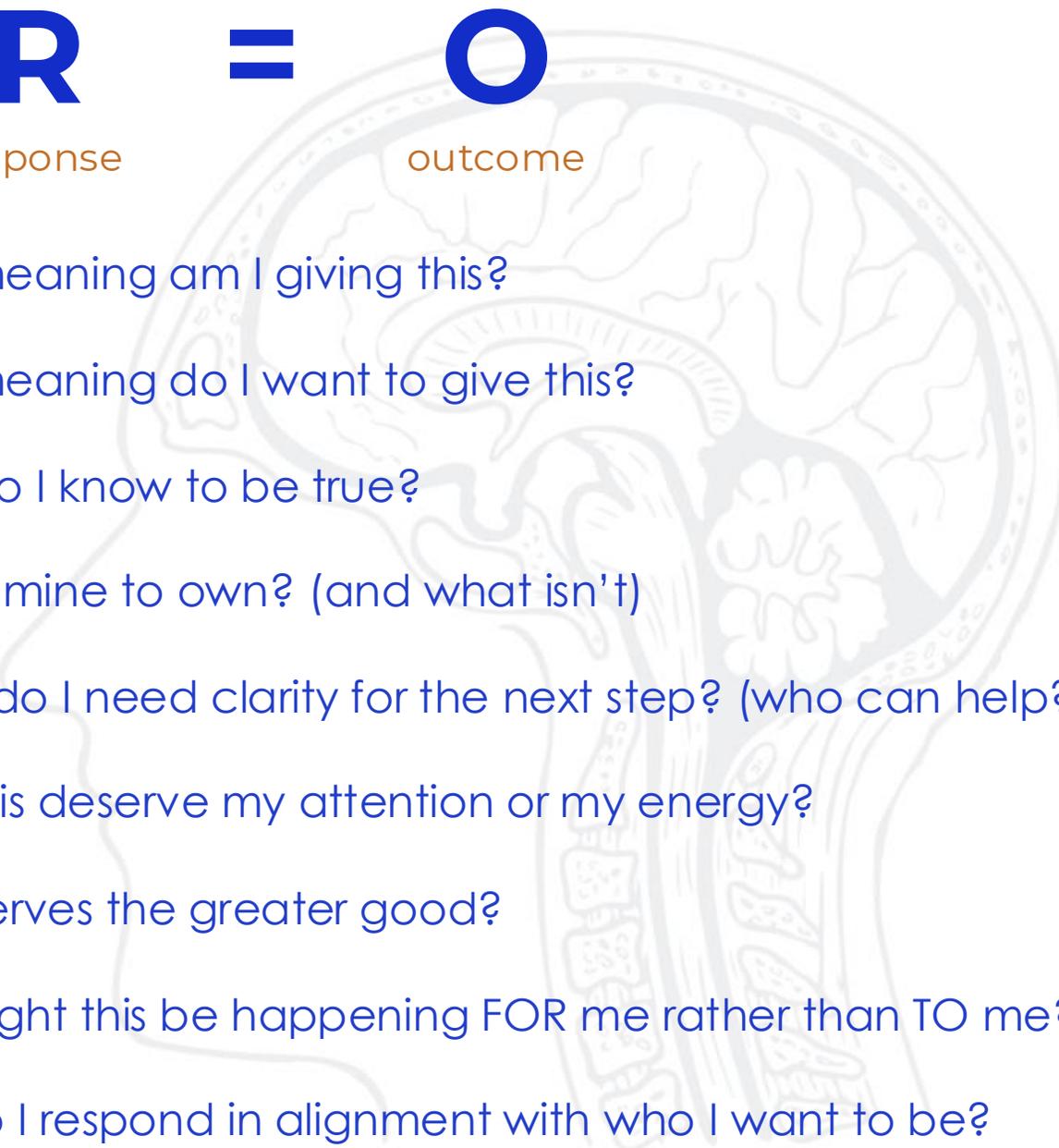
Deletions

Experiences

Beliefs

Biases

Needs



E

event

+

R

response

=

O

outcome

1. What meaning am I giving this?
2. What meaning do I want to give this?
3. What do I know to be true?
4. What is mine to own? (and what isn't)
5. Where do I need clarity for the next step? (who can help?)
6. Does this deserve my attention or my energy?
7. What serves the greater good?
8. How might this be happening FOR me rather than TO me?
9. How do I respond in alignment with who I want to be?



Managing Self

1. Self-Awareness
2. Accountability
3. Optimism



How did I create this?



What is mine to own?
What isn't mine to own?



What problem needs to be solved?



What options are available to solve this problem?



What actions do I need to take?
(who can help?)



What is the learning?
(learning is winning)

**LINE OF ACCOUNTABILITY,
RESPONSIBILITY, SELF-AWARENESS**



Who/what can I blame?



Who/what can I criticize or complain about?



How can I be superior to everyone else?



Who is going to save me – who is going to fix this?



How am I a victim – whose fault is it?



Managing Self

1. Self-Awareness
2. Accountability
3. Optimism

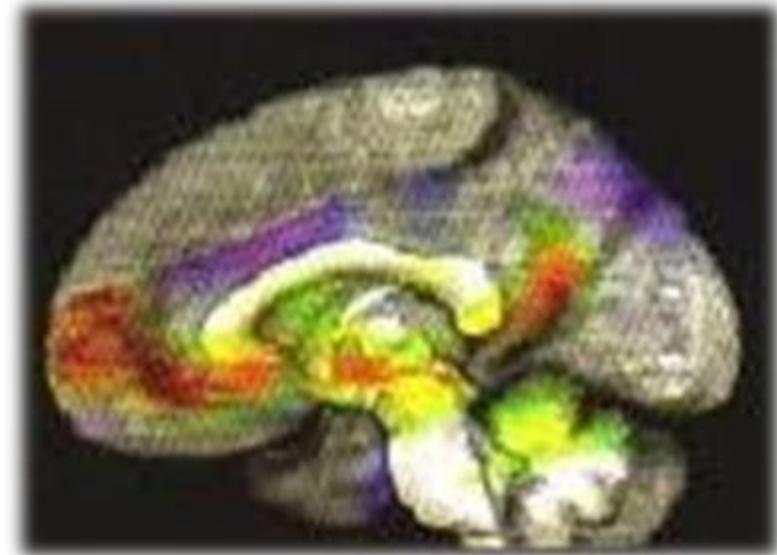
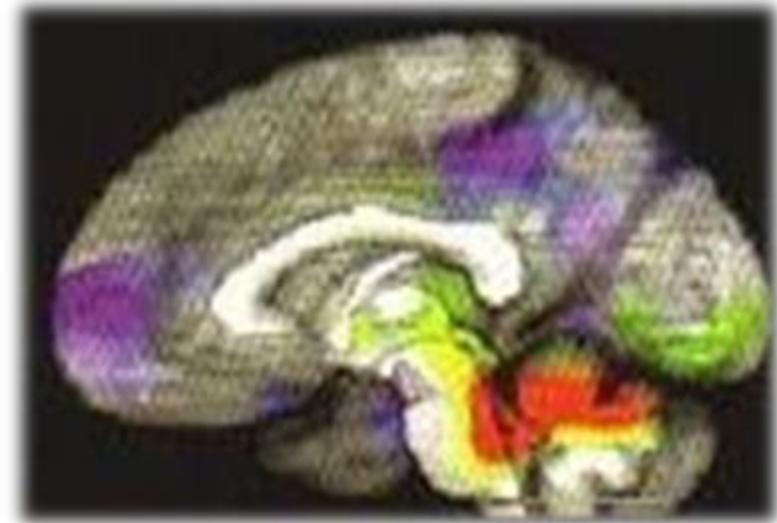
Reset a Hijacked PFC

Release needs

Move above the line

Make it fun

Be in gratitude



SHAWN ACHOR

THE HAPPINESS ADVANTAGE



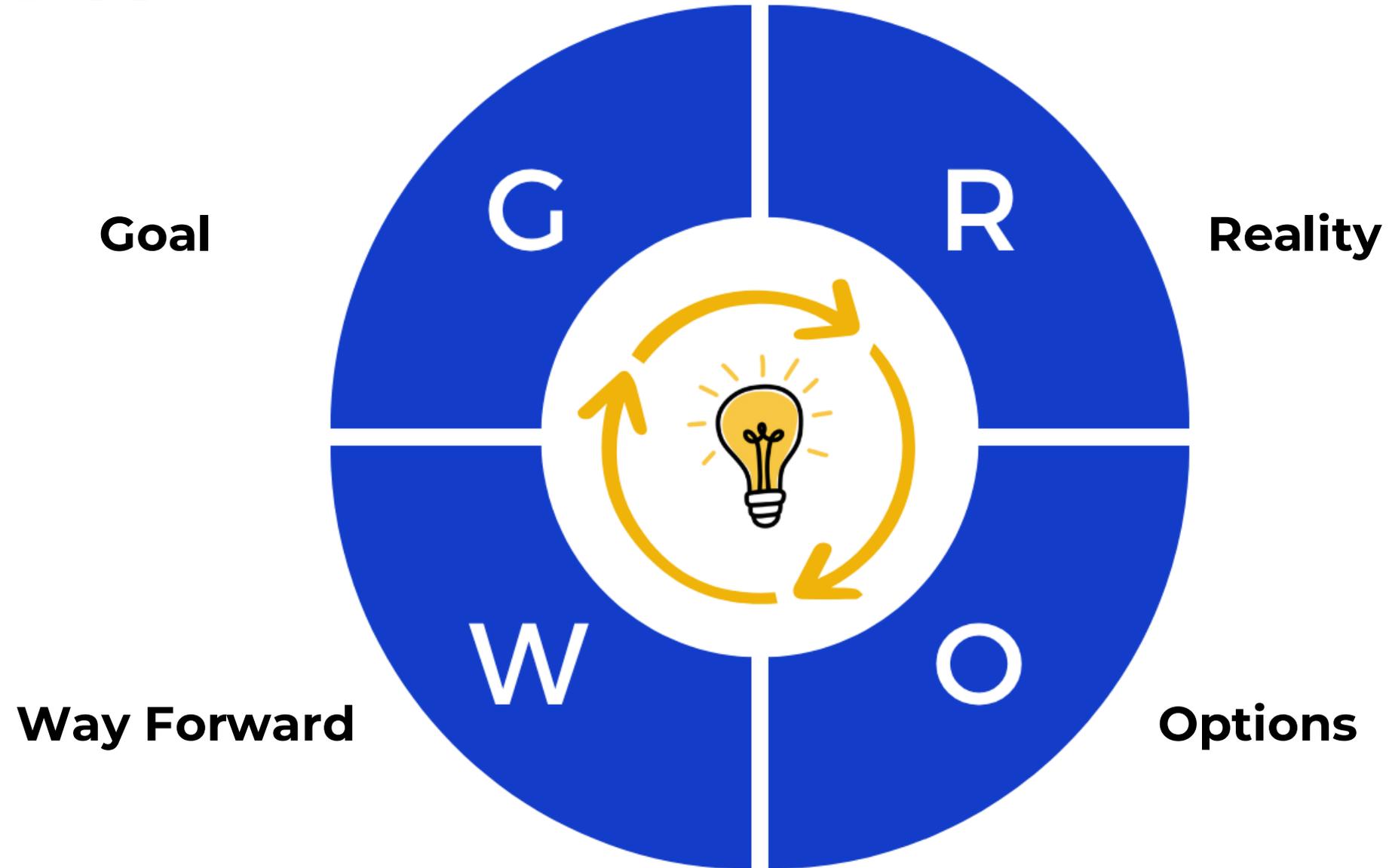
https://www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work



As you reflect on self-awareness, accountability, and optimism

- What do you want to continue?
- What do you want to start?
- What do you want to stop?

GROW



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TO CONNECT

Fall Retreat 2025





Connecting to Others

Connecting to Others

Interpersonal Intelligence (Influencing Others)

Directions: Rate each statement by considering how frequently you display the behavior.

3. _____

	Almost Never	Occasionally	Frequently	Almost Always
I actively seek and welcome everyone's differences and similarities.	1	2	3	4
I protect and promote my team's reputation with outsiders.	1	2	3	4
I create a deep sense of belonging on my team.	1	2	3	4
I advocate for my team.	1	2	3	4

Use DiSC insights to intentionally develop talent, delegate tasks, and adapt communication.

Replace I/me with us/we.

Create opportunities for meaningful connection through structured and unstructured conversations.

Influencing Others

Complete pages 8-9-12

Your Brain on Threat

1. Hijacks the Prefrontal Cortex (PFC)
2. Triggers a Cortisol Stress Surge
3. Diminishes Creativity and Innovation
4. Distorts Perspective
5. Impairs Emotional Regulation
6. Reduces Learning and Memory Capacity
7. Elevates Risk of Physical and Mental Illness
8. Destroys Trust
9. Triggers flocking
10. Increases Resistance to Change

Top 10 Threats:

1. Social rejection
2. Lack of honesty or trust
3. Change
4. Unrealistic expectations
5. Lack of resources
6. Risk of loss
7. Humiliation
8. Micromanagement
9. Perceived favoritism
10. Lack of meaningful work

3 Big Deals:

1. The PFC is priceless.
2. Threat to the brain is threat to the brain.
3. Emotions run the show.



3C's of Negative Threat

- Confusion: We have more confusion than clarity.
- Control: We feel we have little control over or say in the situation.
- Consequences: We anticipate a negative consequence.



Influencing Others

1. Empathy

Four Attributes

- Perspective taking, putting yourself in someone else's shoes
- Staying out of judgment and listening
- Recognizing emotion in another person
- Communicating that you can recognize that emotion

~ Theresa Wiseman



Empathy



Empathy doesn't require that we have the exact same experiences as the person sharing their story with us...Empathy is connecting with the emotion that someone is experiencing, not the event or the circumstance.

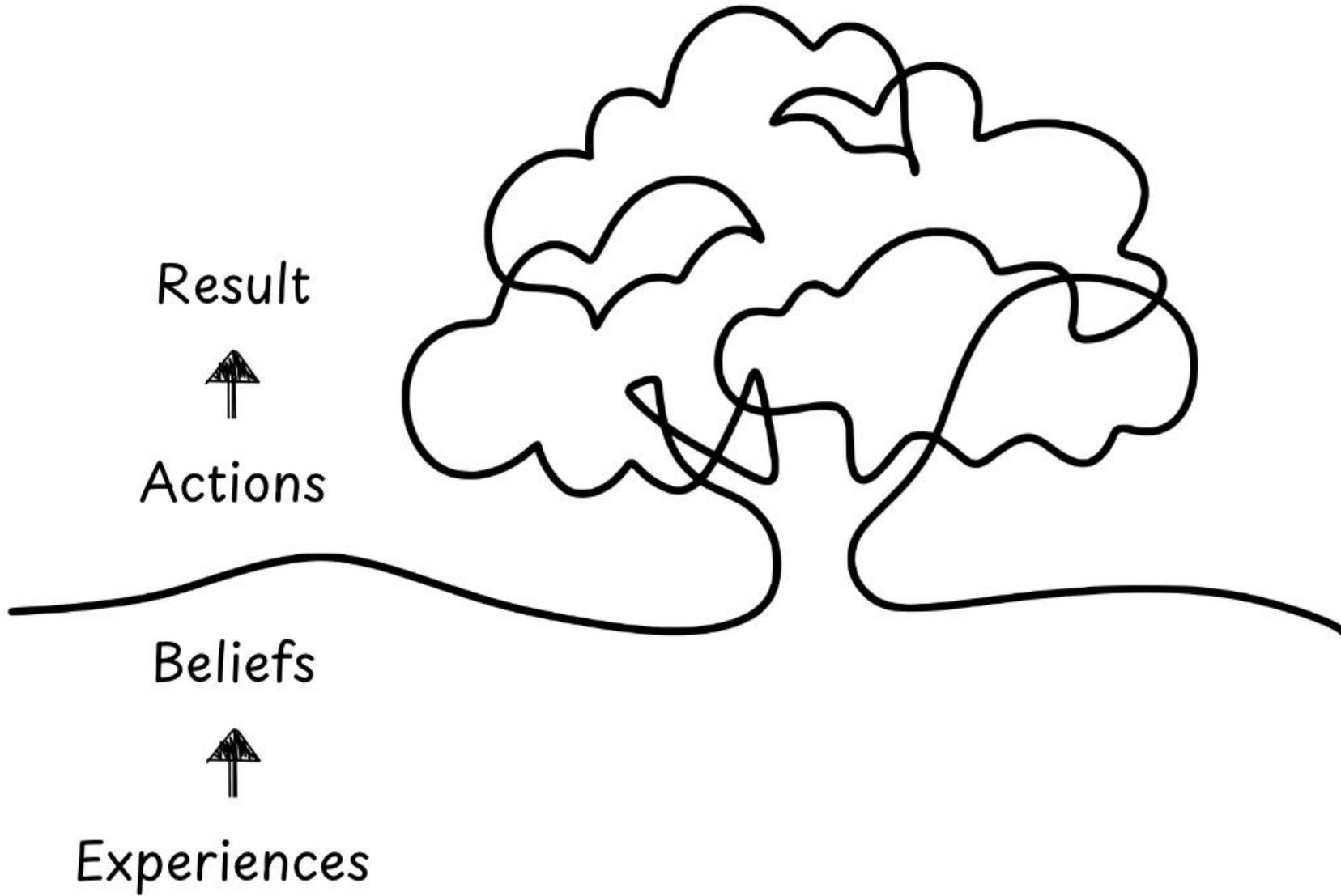
— Brené Brown —

<https://www.youtube.com/watch?v=1Ewgu369Jw>



Influencing Others

1. Empathy
2. Conflict Management





Conversation

Con: *with*
verse: *to turn*



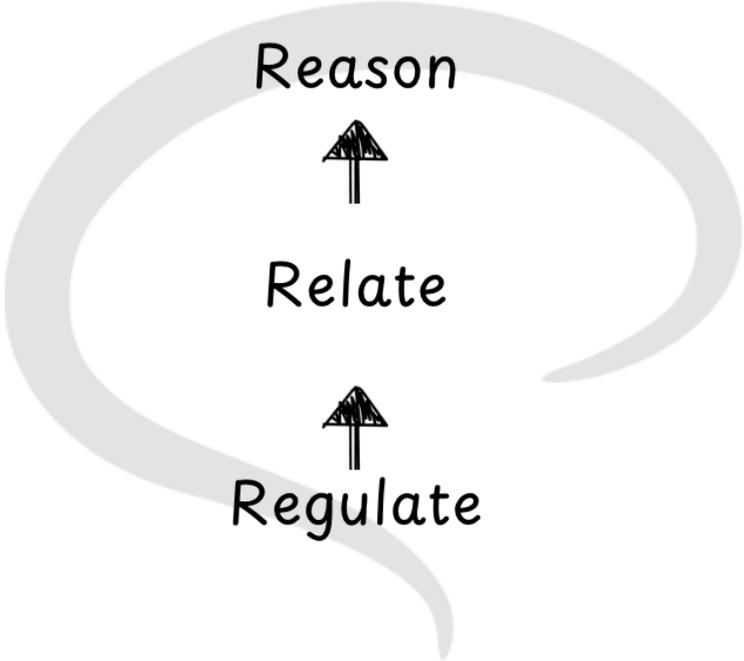
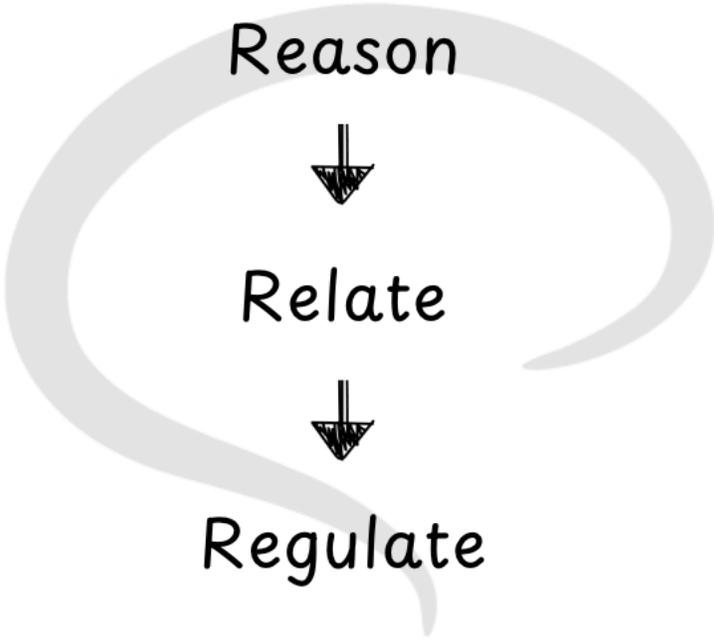
Conflict

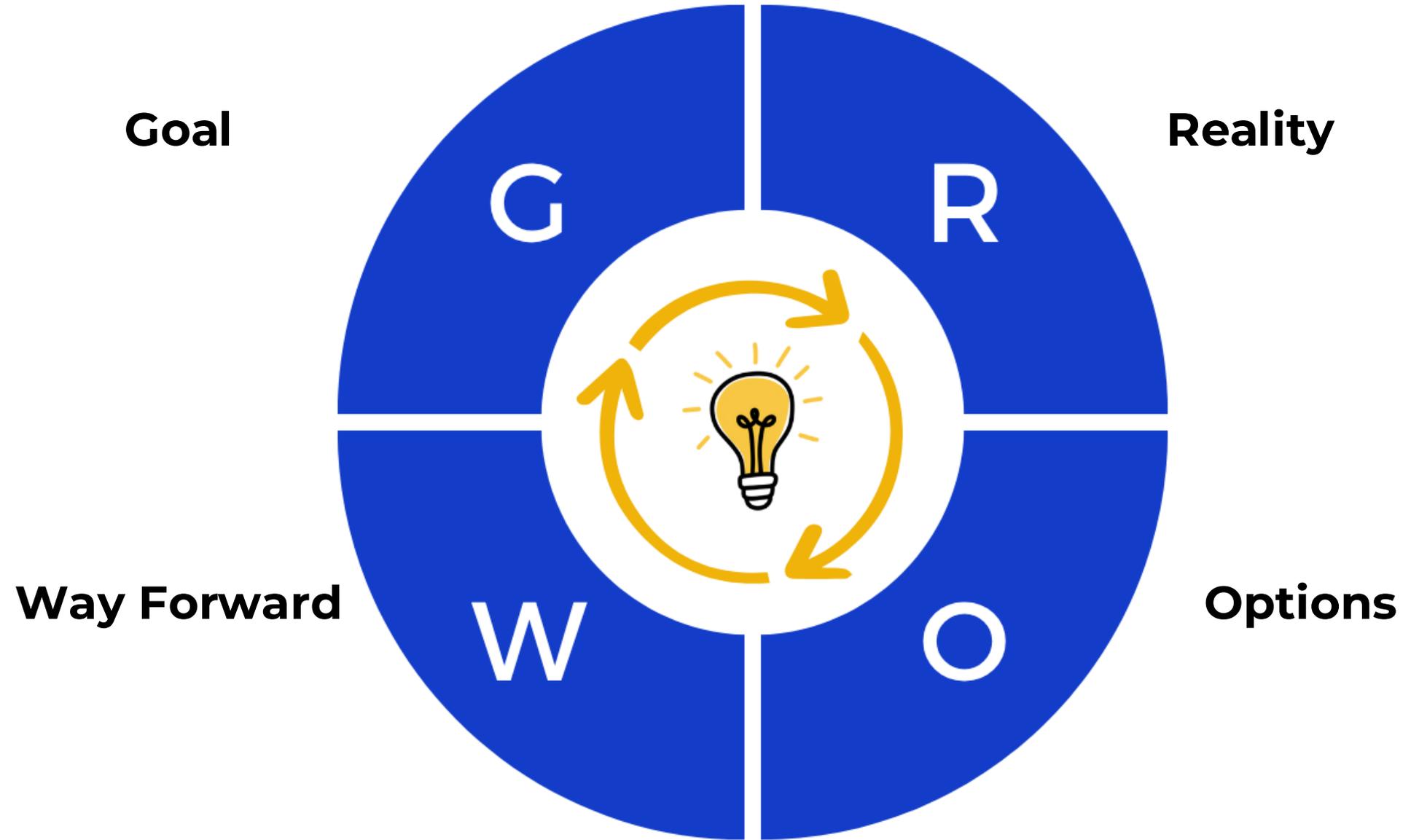
Con: *with*

Flict: *to strike*



Neurosequencing



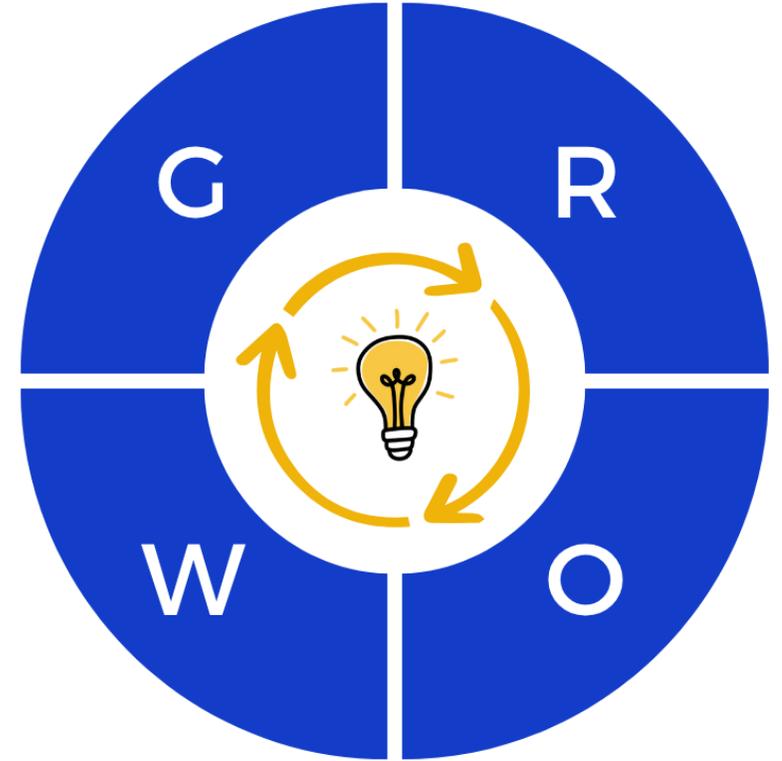


50 G R O W

Goal:

What is the ultimate goal for this conversation?

Trigger the brain to listen for agreement.

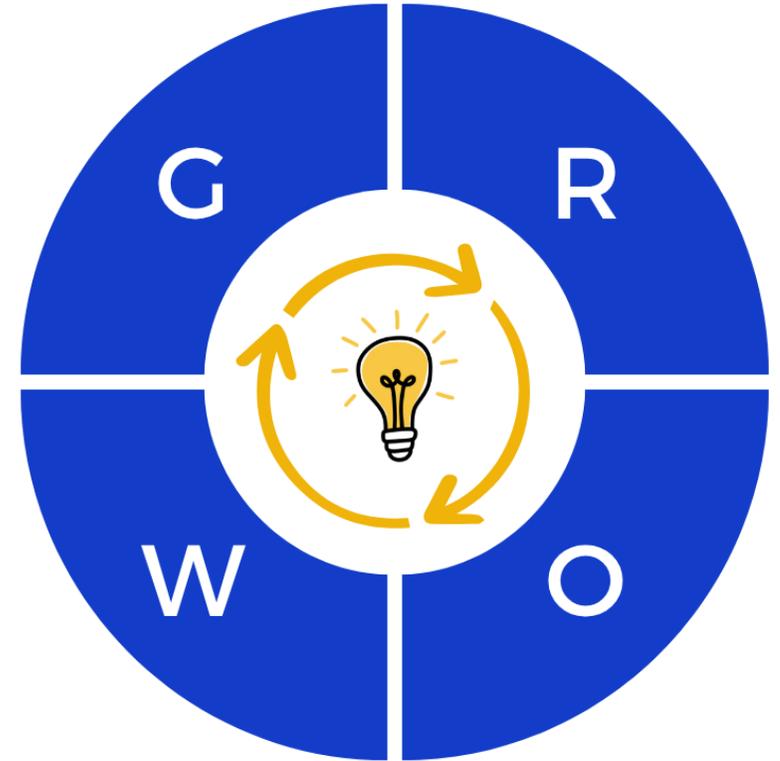


G R O W

Reality:

Each person shares their reality.

The goal is not to agree on reality. The goal is to agree that there is a gap between where we are and where we want to be.



G R O W

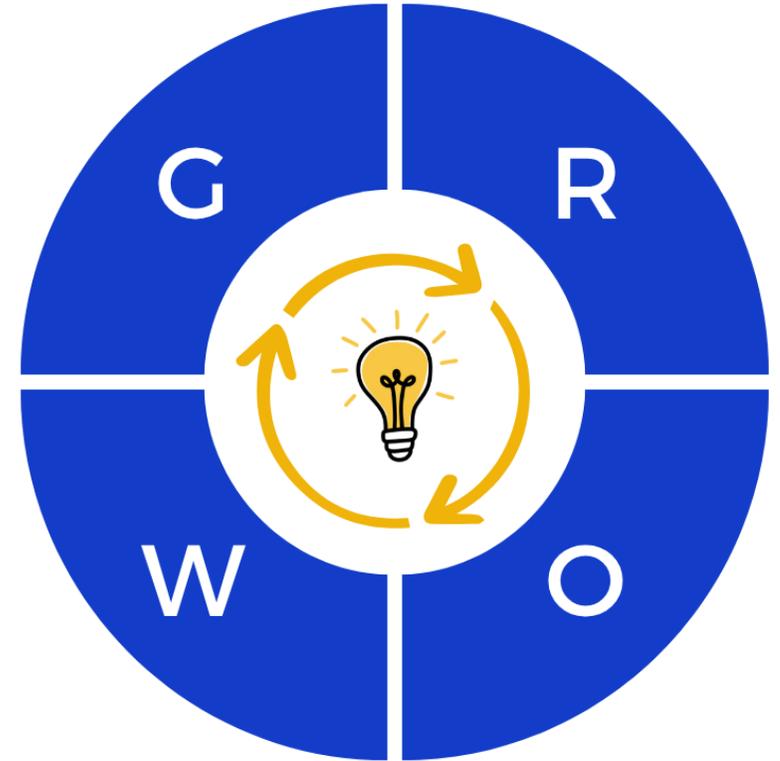
Options:

Co-create options.

Each person shares ideas and needs they have.

Explore new possibilities and generate as many options as possible.

When the brain is on the defensive, it gets stuck. To get unstuck, think forward and generate options.



GROW

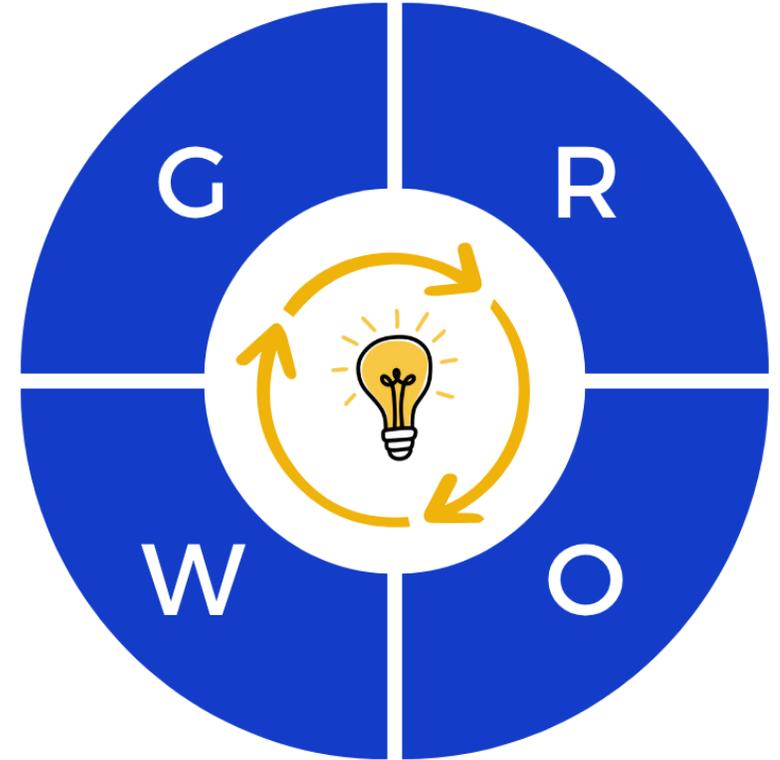
Way Forward:

Create an action plan.

Clarify the goal, the development actions, milestones, support, resources needed, etc.

Reminder: What you say is not what others hear.

Never leave a GROW conversation without a follow-up GROW conversation scheduled.





Influencing Others

1. Empathy
2. Conflict Management
3. Teamwork

Rounding

Team Rounding



Stakeholder Rounding





As you reflect on empathy, conflict management, and teamwork

- What do you want to continue?
- What do you want to start?
- What do you want to stop?